



# GENDER PAY GAP REPORT 2021

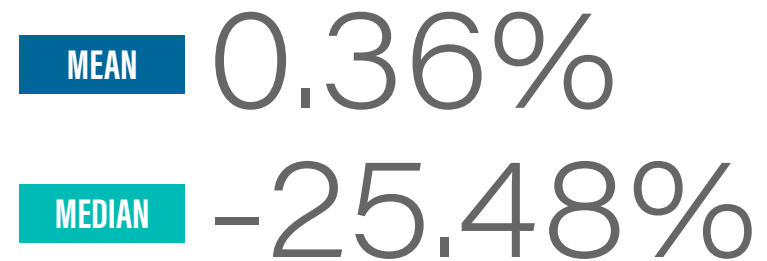
Cubic Transportation Systems is the leading integrator of payment and information solutions and related services for intelligent travel applications in the transportation industry. We deliver integrated systems for transportation and traffic management, providing tools for travellers to choose the smartest and easiest way to travel and pay for their journeys, while enabling transportation authorities and agencies to manage demand across the entire transportation network.

On the snapshot date of 5th April 2021 CTS employed 1,044 people, 84% were male and 16% were female. There were 1,013 full pay relevant employees for the purpose of the gender pay gap calculations.

## THE GENDER PAY GAP



## THE BONUS PAY GAP



## THE PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



# THE PROPORTION OF MALES AND FEMALES IN EACH PAY BAND

	MALE	FEMALE
Upper Quartile	85.43%	14.57%
Upper Middle Quartile	84.98%	15.02%
Lower Middle Quartile	84.58%	15.42%
Lower Quartile	85.38%	14.62%

## The Analysis

Addressing the gender balance within the engineering sector is a perennial problem, but we are pleased to report that we have continued to make progress in increasing the numbers of women within the business over the reporting period. Whilst our total headcount remained stable, our female headcount has increased slightly and 20% of all hires at management levels in the year were women.

We continue to see an increase of females within the upper, upper middle and lower middle quartiles, with a decrease of females in the lower quartile compared to 2020, and overall our gender pay gap reduced from 0.76% to 0.09%. This is reflective of the good progress women continue to make within the business. During the reference period, 9.15% of women received a promotion, compared to 3.52% of men.

## The Action Plan

We are delighted to report that in April 2021 we joined forces with STEM Returners. [The STEM Returners](#) program aims to help employers recruit, develop and retain the best available talent while also enabling highly qualified and experienced candidates to re-start their career. It also aims to minimize the gender imbalance within science, technology, engineering and mathematics (STEM) and gives candidates a supported route back to their career.

The STEM Returners program will facilitate fully paid short-term, 12-week employment placements for professionals returning to work after a career break. Alongside the experience gained from the work placement, STEM Returners will also provide support for the candidate in advice, career coaching, networking opportunities and mentoring. Candidates going through the program will also have the opportunity to restart their career in a permanent position at the end of the program.

We firmly believe that this partnership will help us address our strategic goals in relation to diversity, providing us with access to a diverse pool of talent who are committed to returning to the workplace, whilst offering STEM returners real opportunities to rebuild their careers and utilise their valuable skillsets.

At the same time we will continue our partnership with the Women's Engineering Society, funding membership of the Society for all of our female engineers and women in technical roles or from a STEM background and will mobilise our ERG's to focus on supporting the growth and development of women within our business.



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